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IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
SOUTHERN DIVISION

TRACY D. LAMPKIN, }
)
Plaintiff,) Civil Action File
)
vs.) No: CV 1:06cv538-WKW
)
UNITED PARCEL SERVICE, }
)
Defendant.)
)

DEPOSITION OF TRACY DEBOSE LAMPKIN

VOLUME 1

Thursday, August 30, 2007

9:51 a.m. - 1:42 p.m.

8451 South Cherokee Boulevard
Douglasville, Georgia

REPORTED BY:

Mary Ann Hanham, CCR
Notary Public, State of Georgia
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**Esquire Corporate Services
(888)486-4044**

1 A Robert Icenogle.
 2 Q Okay. Are there any documents that
 3 you -- relating to your employment with UPS that
 4 you have had in your possession that you no
 5 longer have?
 6 A No, not to my recollection.
 7 Q Okay. Have you at any point in time
 8 prepared notes relating in any way to your
 9 employment with UPS?
 10 A When you say "notes," are you saying
 11 as things that have happened to me while I was at
 12 UPS?
 13 Q Sure, any kind of notes that you
 14 prepared in some way regarding your employment at
 15 UPS.
 16 A Yes.
 17 Q Okay.
 18 A As far as a letter that's stating --
 19 Q No, just notes. It doesn't have to
 20 be anything formal.
 21 A Let me ask you this again.
 22 Q Sure.
 23 A When you're saying letters, are you
 24 saying basically have I kept a record of things
 25 that happened to me or dates that I've kept?

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1 Q At some point in time after you hired
 2 Ms. James, did you go through all of the
 3 documents in your possession and search for
 4 documents, look for documents that you were going
 5 to give to Ms. James?
 6 A As far as the documents like with my
 7 charge is what you're talking about?
 8 Q Sure, but even broader than that, any
 9 kind of documents that you felt like you needed
 10 to give to Ms. James.
 11 A Yes.
 12 Q Okay. And did you -- when you
 13 searched for those documents, did you
 14 specifically look to see if you had any documents
 15 you received from the EEOC?
 16 A Yes.
 17 Q Okay. And what documents were you
 18 able to find, if any, in that regard?
 19 A The letter that I submitted to the
 20 EEOC, the charge.
 21 Q What about any -- just right now, I'm
 22 talking about just documents you might have
 23 gotten from the EEOC that they sent to you. Did
 24 you find any documents like that?
 25 A Nothing but the letter of discharge.

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1 Q When I say "notes," I would include
 2 that, yes.
 3 A No, I haven't turned in anything, any
 4 notes or --
 5 Q Well, just have you made any? Even
 6 if you didn't give them to anybody or show them
 7 to anybody, have you made any notes?
 8 A I have.
 9 Q Okay. And when did you make those
 10 notes, if you remember?
 11 A The notes were from -- they were from
 12 -- I don't have the exact date but it was in '06,
 13 last year, '06.
 14 Q You didn't make any notes before
 15 2006?
 16 A No.
 17 Q Okay. And those notes that you made
 18 in 2006, have you given those to Ms. James?
 19 A No.
 20 Q But you still have them in your
 21 possession?
 22 A I've moved but yes, I do.
 23 Q Okay. Have you given them to anybody
 24 else?
 25 A No way.

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1 Q "Letter of discharge," was that a
 2 letter of dismissal from the EEOC?
 3 A Yes, from the investigation.
 4 Q Okay. And that's the only document
 5 that you had that the EEOC sent you?
 6 A Yes.
 7 Q And you gave that document to
 8 Ms. James?
 9 A Yes.
 10 Q And then the next question, what you
 11 were just telling me, did you look to see if you
 12 had copies of documents that you had given to the
 13 EEOC?
 14 A Yes.
 15 Q Okay. And what kind of documents did
 16 you find in your possession?
 17 A Just the letters that I had faxed to
 18 the EEOC, to Ms. Barreas for investigation.
 19 Q Do you remember how many letters that
 20 you sent to her?
 21 A I don't remember.
 22 Q Do you remember roughly when you sent
 23 them?
 24 A No, I don't.
 25 Q And that was Ms. Barreas?

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<p>1 A Yes.</p> <p>2 Q Including everything on Page 2 and 3?</p> <p>3 A Yes.</p> <p>4 Q Okay. And then on Page 3, there is 5 -- that's your signature on the line that says 6 charging party?</p> <p>7 A It is.</p> <p>8 Q And did you date it November 3rd, 9 2005?</p> <p>10 A Yes.</p> <p>11 Q Okay. When did you first, you 12 yourself first talk with someone at the EEOC?</p> <p>13 A I do not remember.</p> <p>14 Q Was it before you filed this charge 15 or after?</p> <p>16 A I don't remember.</p> <p>17 Q Okay. And you told me earlier you 18 talked with a -- was it Ms. Barreas --</p> <p>19 A Ms. Barreas.</p> <p>20 Q -- at the EEOC? Is she the only 21 person at the EEOC that you talked with?</p> <p>22 A Yes.</p> <p>23 Q How many times have you talked with 24 Ms. Barreas?</p> <p>25 A More than five.</p>	<p>1 Q From you?</p> <p>2 A Yes.</p> <p>3 Q It was a letter that you just typed 4 up to the investigator and in it you put some pay 5 raise information?</p> <p>6 A Yes, and a letter asking or 7 requesting for her to come down and do a physical 8 investigation of the center.</p> <p>9 Q Any other documents that you sent to 10 the EEOC?</p> <p>11 A No.</p> <p>12 Q Just those two letters?</p> <p>13 A No, it was more than two but that's 14 all that I could recall right now, those two 15 letters.</p> <p>16 Q Okay. Do you recall when you sent 17 those two letters to the EEOC?</p> <p>18 A I don't recall.</p> <p>19 Q Do you still have a copy of those two 20 letters?</p> <p>21 A Yes.</p> <p>22 Q Have you given Ms. James a copy of 23 those letters?</p> <p>24 A I don't remember if I did or not.</p> <p>25 Q Do you remember the -- the first</p>
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<p>1 Q And Ms. Barreas is an investigator at 2 the EEOC?</p> <p>3 A Yes.</p> <p>4 Q Were those -- had you talked with Ms. 5 Barreas in person or has it all been over the 6 phone?</p> <p>7 A Over the phone.</p> <p>8 Q On the times when you talked with 9 Ms. Barreas, was your lawyer, Ms. Crook, also on 10 the phone?</p> <p>11 A No.</p> <p>12 Q What did you talk about with 13 Ms. Barreas on those telephone conversations?</p> <p>14 A To see if she received documentation 15 that I sent to her.</p> <p>16 Q Okay. And what documents did you 17 send to her?</p> <p>18 A I sent to her a letter, my pay raise 19 difference.</p> <p>20 Q A letter that contained information 21 about a pay raise?</p> <p>22 A Yes.</p> <p>23 Q Okay. Was that a letter from -- who 24 was that letter from?</p> <p>25 A From me.</p>	<p>1 letter regarding your pay raise, do you remember 2 any more specifics about was it a pay raise for a 3 certain year or --</p> <p>4 A Yes, it was a pay raise for Year 5 2004.</p> <p>6 Q Okay. And did you tell the EEOC in 7 that letter what exactly -- what raise you got in 8 2004?</p> <p>9 A Yes.</p> <p>10 Q And do you remember how much that 11 was?</p> <p>12 A Yes.</p> <p>13 Q How much was it?</p> <p>14 A Fifty dollars.</p> <p>15 Q Per day, week?</p> <p>16 A Month.</p> <p>17 Q Per month. Are you paid in your job 18 as a part-time supervisor just once per month?</p> <p>19 A Twice.</p> <p>20 Q Twice per month. Any other 21 information in that first letter you sent to the 22 EEOC other than telling the investigator about 23 your 2004 pay raise?</p> <p>24 A Well, it was basically comparing my 25 raise against Ryan Brown's raise --</p>
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<p>1 person was?</p> <p>2 A I don't remember the other guy's 3 name.</p> <p>4 Q Did Mr. Sciro and this other person 5 tell you that a degree would be beneficial or did 6 they tell you that it was absolutely required?</p> <p>7 A Well, what he specifically said was 8 UPS would look at the person with the degree 9 before they considered anyone else.</p> <p>10 Q And for what position was Mr. Sciro 11 and this other person talking about?</p> <p>12 A Anything that's going full-time.</p> <p>13 Q Management?</p> <p>14 A Yes, management.</p> <p>15 Q Management only?</p> <p>16 A Well, they didn't specifically say 17 what. They just said anything full-time.</p> <p>18 Q Who is Mr. Sciro, do you know?</p> <p>19 A He's out of Birmingham.</p> <p>20 Q Do you know if he works in human 21 resources in Birmingham for the Alabama district?</p> <p>22 A I know he works for the Alabama 23 district but I don't know what.</p> <p>24 Q And you said he came to the Dothan 25 center around July of this year?</p>	<p>1 was being discriminated against and can we settle 2 this within this center.</p> <p>3 Q Was Jeff Poulter that other gentleman 4 that you were speaking of?</p> <p>5 A Jeff Poulter.</p> <p>6 Q Jeff Poulter is the HR manager for 7 all of UPS' Alabama district, isn't he?</p> <p>8 A Yes.</p> <p>9 Q And so he came with Mr. Sciro in 2007 10 and spoke with you?</p> <p>11 A Yes.</p> <p>12 Q And they met with you regarding any 13 interest you might have in other job positions, 14 right?</p> <p>15 A Yes.</p> <p>16 Q Have you told me everybody now that 17 has told you that you needed a college degree for 18 any particular position at UPS?</p> <p>19 A Alicia Palauchi told me that UPS is 20 big on degrees now as well and she is the human 21 resource.</p> <p>22 Q Did she just tell you that UPS was 23 big on degrees or that you had to have a college 24 degree for a certain position?</p> <p>25 A She didn't. She just said they're</p>
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